State Occupational Annual Report

For activities occurring during Federal Fiscal Year 2017

December 1, 2017

Eric J. Holcomb, Governor Rick J. Ruble, Commissioner of Labor



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Executive Summary

The Indiana Department of Labor is pleased to provide its State Occupational Assessment Report (SOAR) for the Indiana OSHA workplace safety and health enforcement division for activities for federal fiscal year (FY) 2017 which occurred between October 1, 2016 and September 30, 2017.

On November 9, 2017, the Indiana Department of Labor released the annual nonfatal injury and illness rates for the state and major Hoosier industries. The Indiana Department of Labor's Quality, Metrics, and Statistics Division partners with the federal Bureau of Labor Statistics to collect nonfatal occupational injury and illnesses survey data from approximately 5,800 Hoosier workplaces. The efforts of this data collection provide the results for the BLS Survey of Occupational Injuries and Illnesses (SOII).

According to the most recent SOII release, the Indiana overall nonfatal workplace injury and illness rate for 2016 was 3.5 per 100 Hoosier workers. The 2016 rate, which represents a one-year decrease of more than seven percent, is the lowest rate on record for the state.

Of Indiana's 18 major industries, 13 experienced decreases in their nonfatal workplace injury and illness rate.

At the inception of the SOII in 1992, the overall nonfatal workplace injury and illness rate in Indiana was 11.0 per 100 workers. The rate reached a high of 11.3 in 1994 and has declined by almost 70 percent over the last 22 years.

At the time this report was prepared and submitted to the federal Occupational Safety and Health Administration (OSHA), the BLS Census of Fatal Occupational Injuries (CFOI) data was not available for publishing. The most current CFOI data (2016) will be available on or after December 19, 2017.

FY 2017 was the final year of the agency's current strategic plan. A new strategic plan which covers 2018 – 2022 was developed by Indiana Department of Labor leadership and subsequently approved by the federal Occupational Safety and Health Administration. The new five-year strategic plan incorporates three overarching goals:

- 1. Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.
- 2. Strengthen and improve IOSHA and INSafe's infrastructure.
- 3. Promote and support the agency's cooperative programs.

Each of the three overarching goals has sub-goals and objectives to best ensure the success of the agency.

The success achieved and the fiscal responsibility demonstrated by the Indiana OSHA division underscores that Indiana has a high quality workplace safety and health enforcement program.

Indiana OSHA (IOSHA) Annual Overview

Commissioner, Rick Ruble (formerly general counsel to the Department of Labor) was appointed by Governor Pence in September of 2013 and continues to serve as Commissioner for the Indiana Department of Labor. Tim Maley, the Deputy Commissioner of Labor, Head of IOSHA, accepted the position in August of 2012 and is continuing to serve in the position. Julie Alexander, former legal counsel for IOSHA has served as Director of General Industry since October of 2012. Jerry Lander, Director of Construction has 10 years of experience in his position with IOSHA. This management team is solidly in place and well positioned to manage the challenges of Indiana OSHA (IOSHA). Indiana OSHA's staff includes: 1 Deputy Commissioner, 2 Directors, 6 Supervisors, 14 Construction Officers, 22 General Industry Officers (10 safety, 12 health), 2 Whistleblower Investigators, 3 VPP Leaders, 2 Intake Clerks and 4 Administrative Assistants for a total of 56 personnel.

IOSHA completed the fifth year of a five year strategic plan (FY 2012 – FY 2017) in FY 2017. Out of 12 annual performance goals, IOSHA exceeded 7 annual performance goals and met 2 annual performance goals. IOSHA did not meet 3 of the annual performance goals. However, 2 of the 3 annual performance goals that were not met actually exceeded the goal for the final five year period. Hence, all but one of the 12 performance goals in the five year strategic were met or exceeded. This five year strategic plan (FY 2012- FY 2017) is included in this report. IOSHA completed a new five year strategic plan (FY 2018 – FY 2022) that was submitted in the FY 2018 23G grant application and is active with the new plan.

In March of 2016, the Indiana Department of Labor received direction from the State to hold on filling any non-essential positions until further notice. This hold was then lifted a year later in early 2017. Along with personnel turnover, this hold resulted in IOSHA having 8 compliance officer positions (5 for general industry and 3 for construction) unfilled for this time period. This hold on 8 compliance officer positions in addition to recruiting and training replacements had a negative effect on IOSHA's number of inspection performed and case lapsed time in FY 2017. Since the hold was lifted, IOSHA has filled all funded positions. At the same time, the number of formal and non-formal complaints rose significantly from 715 in FY 2015, to 1,115 in FY 2016, to 1765 in FY 2017. The number of referrals also rose from 102 in FY 2014, to 473 in FY 2015, to 622 in FY 2016, to 719 in FY 2017. With significant additional work and less personnel, IOSHA was clearly challenged in FY 2017.

IOSHA did not meet the projected inspections numbers for FY 2017 and lapse time suffered. The focus was on training for the new officers to have them productive as soon as possible. Inspections should start to rise to historic levels in Q2 2018, when these new officers become productive. IOSHA estimated finishing FY 2017 with 1,025 inspections. IOSHA missed that estimate performing 926 inspections in FY 2017 largely due to staffing issues. The inspection numbers should normalize as many of the new recruits hired in FY 2017 are being trained and readied to perform inspections in FY 2018. The average annual number of inspections over the last four years is approximately 1,167 inspections. In IOSHA's new 5 year strategic plan, IOSHA will increase inspections by 40% at the end of 5 years to a total of 1,435 inspections.

Training continues to be a priority for IOSHA through utilizing OSHA Training Institute in Chicago as well as IOSHA's internal computer-based training programs. All new officers hired during the

last year were provided two day-long training sessions on June 15, 2017, and July 6, 2017, covering topics including OSHA Express and Investigation Techniques.

The management team for the Indiana Department of Labor, along with the State Personnel Department, proposed new increased salary ranges for IOSHA compliance officers. These increases were approved early in 2017. The increase in salary will help in recruiting and retention of staff.

IOSHA continues to utilize a system called the "OSHA Express" that matches the data requirements of the Federal OSHA OIS system and has invested resources to successfully interface IOSHA data with the new Federal OSHA Information System. The system is working very well and Indiana actively maintains the system managing any new additional data requirements or system adjustments. All of the old legacy data from IMIS/NCR was transferred to the OSHA Express allowing IOSHA access to historical data after the NCR was decommissioned. The new system helps IOSHA with greater accuracy and less down time than the previous data system. An advantage of OSHA Express is that Indiana can pull real time numbers and generate its own reports to manage different performance numbers for the group.

Indiana Occupational Safety and Health Administration (IOSHA) strived to meet its measures of performance (SAMM) for FY 2017 despite headcount reductions and high turnover. Indiana OSHA met or exceeded many of its SAMM measures according to the Federal OSHA FY 2017 SAMM report. IOSHA initiate complaint inspections (SAMM 1) in 6.51 days (federal formula) below the goal of 10 days and initiated complaint investigations (SAMM 2) in 4.57 days (federal formula) at the goal of 5 days. IOSHA continues to respond to 100% of imminent danger complaints in 24 hours (SAMM 3). IOSHA excels in the average number of violations per inspection (SAMM 5) with 2.51 serious, willful and repeat violations per inspection compared to the state plan average of 1.68 violations per inspection and the Federal OSHA State average of 1.93 violations per inspection. This illustrates that IOSHA is finding and fixing many hazards in the workplace that contribute to employee injuries and death. IOSHA has shown significant improvement in the "in compliance" rate (SAMM 9) for both safety and health inspections. For safety inspections, IOSHA's FY 2017 "in compliance" rate was a respectable 38.82% compared to the state plan average of 32.39%. For health inspections, IOSHA's "in compliance" rate was 51.69%. This is compared to the state plan rate of 37.18%. IOSHA continues to work on lapsed time (opening conference to citation issuance) through a review of all phases of the investigation to eliminate any inefficiency. Given headcount reductions and turnover, inspection lapsed time (SAMM 11) has been an issue. IOSHA's average lapsed time for safety inspections is 67.33 days compared to 45.99 days for all state plans. For health inspections, IOSHA's average lapsed time is 105.87 days compared to 50.71 days for all state plans. Employing administrative controls, IOSHA has seen significant reduction in case lapsed time during the months of July, August, September, and October of 2017. In addition, IOSHA has initiating a project to create electronic files and eliminated paper files. This will reduce a significant number of days in file processing by not mailing paper files across the state. It will also eliminate certain administrative cost associated with maintaining paper files. IOSHA plans to be total electronic for all case files by the end of FY 2018. Finally, IOSHA retains 63.06% of initial penalty charged (SAMM 13). This is a respectable percentage of retention compared to the national average of 70.32%.

The Indiana Voluntary Protection Program (VPP) continues to grow with 84 certified sites presently in the program and 122 Special Government Employees (SGEs). The collective injury rates for these Indiana VPP sites are as follows: TCIR (total case incident rate) = 1.2, 71.2% better than BLS (Bureau of Labor Statistics) collective industry average and DART rate (days away, restriction or transfer) = 0.5, 79.7% better than BLS collective industry average. This indicates VPP sites are achieving good results in reducing workplace injuries. Indiana OSHA is projecting that Indiana will have 100 VPP certified sites in the next 2 years. Indiana opened the program to mobile worksites in the fall of 2014 which will allow Contractors to qualify for the program and has certified two mobile contractors in the program. Working closely with Indiana's SGEs, we believe that Indiana has one of the most exciting VPP programs in the country.

The Indiana Department of Labor/ IOSHA maintains alliances with the Central Indiana American Society of Safety Engineers (CIASSE), Indiana Builders Association (IBA), Indiana Municipal Electrical Association (IMEA) and company based Dow AgroScience. Through these alliances, IOSHA is able to reach a broad audience of Indiana companies for the purpose of outreach and education. Indiana OSHA also maintains association based partnerships including Coalition for Construction Safety (CCS), Indiana Construction Association (ICA), and Associated Builders and Contractors (ABC). Indiana OSHA works with these partnerships to promote the highest standards of safety in the construction industry. Finally, Indiana OSHA is managing two sitespecific construction projects. Notre Dame University and Barton Malow general contractors reached out to partner with Indiana OSHA in a \$500 million, two-year project named the "Campus Crossroads Project". The project was recently concluded as a very safe and successful project. Another site-specific construction partnership was signed April 20, 2016. It is a \$45 million project with Trinitas Contractors in Indianapolis, Indiana, named the "IUPUI Collegiate". This project is also coming to a safe and successful conclusion. IOSHA's newest partnership agreement was signed May 30, 3017 with Hagerman Construction on a \$20 million project in Ft Wayne, Indiana named the Ft Wayne River Front Project. Indiana OSHA commits to a limited number of site-specific partnerships for the purpose of general safety oversight and injury reduction initiatives. Indiana OSHA also utilizes the site-specific partnerships to allow new compliance officers an opportunity to get real time experience on a large construction site.

In December 2016, the Indiana Department of Labor released its annual preliminary occupational fatality report for calendar year 2015. In 2015, the Indiana Department of Labor reported 115 worker deaths; the lowest experienced since the Bureau of Labor Statistics' Census of Fatal Occupational Injuries report was introduced in 1992.

In 2016, Indiana's number of workplace injuries and illnesses fell to the historic low of 3.5 per 100 full-time workers. From an all-time high in 1994 of 11.0 injuries or illnesses per 100 full-time workers to the current rate of 3.5, Hoosier employers and employees are adopting a culture of workplace safety and health.

While the number of workplace injuries, illnesses and fatalities in Indiana have remained at historic lows, the staff of the Indiana Department of Labor recognizes that it still has work to complete and will continue to focus on reducing the number of workplace injuries and fatalities in Indiana. The Indiana Department of Labor will continue its brand of a balanced approach to

worker safety and health through a rigorous enforcement program and a robust consultation division.

The unwavering commitment to Hoosier workplace safety and health excellence demonstrated by the IOSHA division reaffirms that Indiana has a high quality, metrics-driven workplace safety and health enforcement program. It is effective, lean, and represents a good investment of federal and state dollars.

Accomplishments

Construction Division:

The Construction Division experienced a solid year in FY 2017 in performance numbers and managing some significant partnerships for the Indiana Department of Labor. The Construction Division finished with 434 inspections completed for the year. The average lapsed time for construction to complete investigations was a respectable 44.35 days with an incompliance rate of 40.50%.

The IOSHA Construction Division developed and implemented an "Abatement Tracking System". This tracking system was developed to control an ever growing number of unsatisfactory abatement case files. The system utilizes a special Outlook calendar that has been set up to display warnings and triggers to the management team when PMA's, penalty letters or phone calls to the employers are needed for abatement issues. We have already seen the benefits of this system by having a reduction of 50% fewer unsatisfactory abatement case files to process during this year.

During FY 2017, the Construction safety team hosted our yearly picnic to honor the dedicated work of the construction staff. Three distinguish guests spoke to the staff meeting; an owner of a major roofing company, a top independent consultant and one of the greatest high school basketball players in the state of Indiana, NBA player and now Athletic Director for Marion College in Indianapolis Indiana. The message from all speakers was clear that IOSHA Constructions officers are making a difference in the state of Indiana.

Barton Malow/Notre Dame Campus Crossroads Construction Project Partnership — The Indiana Department of Labor and the IOSHA Construction Division, along with Barton Malow, entered into a partnership agreement for a 450 million dollar, 3-year Notre Dame Campus Crossroads Project. Per the terms of the agreement, IOSHA shall inspect the project a minimum of four times a year and monitor their safety for the project throughout the project duration. So far, this partnership has been very successful for both parties as the contractor has benefited from IOSHA inspecting their site and pointing out potential hazards based on our experience. IOSHA construction team has also benefited by observing and learning about their safety efforts and practices they do on the job site. The project is scheduled for completion sometime Q1 FY 2018.

Trinitas/IUPUI Collegiate at Indianapolis Construction Project Partnership — The Indiana Department of Labor and the IOSHA Construction Division along with Trinitas Contractors have entered into a partnership agreement on April 20, 2016, for a 45 million dollar project, with an

anticipated date of project completion on August 14, 2017. This project is for both an 11-story building and 5-story parking facility for student housing with a 4-story parking garage, located in Indianapolis, Indiana.

The Hagerman Group / Fort Wayne's Riverfront Development Project — The Indiana Department of Labor and the IOSHA Construction Division along with The Hagerman Group have entered into a partnership agreement on May 3, 2017, for a 20 million dollar project, with an anticipated date of project completion early in 2019. This project will consist of an Urban Riverfront Terrace and Dinning areas, Riverfront Plaza / Pavilion area and an Interactive Water pool area. Per the terms of the agreement, IOSHA shall inspect the project a minimum of four times a year and monitor safety for the project throughout the project duration.

Coalition for Construction Safety (CCS), Indiana Construction Association (ICA) and Associated Builders and Contractors (ABC) - The Indiana Department of Labor has entered into partnerships with these construction associations because of their commitment to outstanding safety performance. Presently there are 210 companies that belong to these associations in Indiana. The IOSHA Construction team frequently attends the association meetings to communicate and educate large groups of contractors on OSHA regulations and initiatives. This partnership has helped Indiana OSHA reach many of our construction companies in Indiana to promote excellent safety practices.

General Industry Division:

The IOSHA General Industry Division is responsible for operating and maintaining intake for all IOSHA. The General Industry Division in FY 2017 was again able to keep our time from the receipt of a complaint to the time a compliance officer opens an inspection (SAMM 1) below 10 days for the third federal fiscal year in a row. This was quite an accomplishment because the number of incoming complaints rose significantly in FY 2017. A number of enhancements to the efficiency of the intake division and the addition of one intake person to the section was key to keeping up with the increased load.

In FY 2017, our Intake Division for the second fiscal year in a row decreased the response time to initiate a complaint investigation (SAMM 2). In FY 2017, General Industry reduced this response time from 9.24 in FY 2016 to 5.87 days. IOSHA continues to improve the automatically generated letters that are sent to the employer requesting responses to nonformal complaints. Also, the addition of one person to the intake unit allowed for IOSHA to keep up with the increase in the number of nonformal complaints. This was an outstanding performance because the number of nonformal complaints processed by our intake section increased more than 45% from 821 in FY 2016 to 1214 in FY 2017.

Referrals received by IOSHA increased slightly from 700 in FY 2016 to 718 in FY 2017. In FY 2017 IOSHA received 554 employer reported serious injuries and IOSHA inspected onsite 81% of these reports. This is an increase from the 59% inspected of the 555 employer reported serious injuries in FY 2016.

IOSHA remained the leader this fiscal year for citing the most serious, willful, and repeat violations per inspection at 2.51 violations per inspection in FY 2017. IOSHA cited more than double the number of citations than the national average for state plans and cited 25% more

violations than federal OSHA per inspection. This is attributed to the continued increase in training at OTI, IOSHA's photo hazard recognition training project, and the agency focus on the need for increased hazard recognition skills among newer CSHOs.

The average lapse time from inspection open date to issuance date stayed approximately the same on average for FY 2017 as the previous year fiscal year for safety and health inspections. However, in June of 2017, IOSHA's General Industry division created an Efficiency Taskforce for the sole purpose of decreasing lapsed time. Time management courses, templates, and training helped lower lapsed time significantly in the last three months of FY 2017. The efforts of the Efficiency Taskforce attributed to lower lapsed time in August of 2017 to 45 days which is below the national average (which includes both federal and state OSHA plans) for safety inspections of 45.3. Even more outstanding was the fact that the General Industry division made massive improvements in decreasing their lapsed time for health inspections in August of 2017 to 43 days and September of 2017 to 53 days which is also less than the national average of 54 days. The General Industry Division decreased lapsed time for health inspections by more than 50% for the same time in FY 2016 for the months of July, August, and September of 2017.

IOSHA has not stopped with just the creation of an Efficiency Taskforce. IOSHA General Industry started an Electronic Pilot Project (EPP) in November of 2017 that is changing the inspections to digital inspections and moving our program toward a paperless process. Already the pilot has taken an additional ten to fourteen days off of our lapsed time just for eliminating the need to mail in files for processing from field offices. A second pilot was started in November of 2017 is converting to the use of voice recorders instead of written interview statements. This will save CSHOs time at the employer facility.

Whistleblower Program

The Whistleblower section conducted 55 investigations in FY 2017, which is 4 more investigations than performed in FY 2016. The average number of days to investigate was 93 days. The Office of the Attorney General settled several Whistleblower cases filed in Indiana courts in FY 2017. Agreements were finally signed and checks delivered to five Indiana Bell/AT&T workers who were disciplined for reporting injuries. All of the workers received their pay for their one day of suspension and their personnel record was wiped clean of the suspensions. In a second case the complainant was a security guard and was fired for calling police on a coworker for workplace violence. She received a check for back pay of \$12.500 dollars. The third case filed by the Office of the Attorney General in state court was settled in May of 2017. The Complainant was fired for voicing safety concerns to management and was suspected of calling IOSHA. The Complainant received a check for in back pay and compensatory damages in the amount of \$14,256. The Whistleblower section was able to secure compensation of over \$22,000 in settlements prior to litigation for Whistleblowers in Indiana for FY 2017. Training continued for the Indiana Whistleblower section this year with a new investigator attending the WB Fundamentals 1420 class at the OSHA Training Institute.

Voluntary Protection Program

The agency performs other important functions in addition to compliance inspections. A key standout is the Indiana Voluntary Protection Program (VPP). The program is growing, as Indiana has 84 worksites certified in VPP. The program is projecting there will be 100 total certified

sites within the next two years. The Indiana program is encouraging mobile worksites and public sector sites to become VPP sites. IOSHA personnel consist of three VPP team leaders who guide, train, and coordinate 122 Special Government Employees (SGEs). In FY 2017, 6 new STAR sites were added. Working together, the VPP Leaders coordinated day-long training sessions for the Indiana SGEs and safety and health professionals from current VPP sites and sites working on VPP. Six sessions in the northern, southern and central regions of the state were held during calendar year 2017. The education sessions involved sites sharing best practices, learning about Workplace Violence Prevention from Indiana State Police and Dubois County Sheriff, and discussing ways sites are preventing amputations. The VPP Leaders also conducted two Industrial Hygiene classes. To ensure VPP sites are fatality free, the VPP Leaders emphasize a focus during the evaluations on areas such as fall protection, electrical safety, confined space, and control of hazardous energy. The VPP staff also spends time visiting different areas of the state to discuss and promote the program, safety management systems practices and safety excellence for the Hoosier workforce. VPP continues to provide an effective platform for safety outreach in Indiana. The VPP Team, in conjunction with OSHA Region V, also conducted a SGE training class in July 2017.

IOSHA continues to reap the benefits of SGEs for use during VPP evaluations. The use of SGEs has reduced the burden on enforcement resources as more and more companies become committed to exemplary health and safety management systems through VPP. The agency estimates that each SGE used for a VPP evaluation yields a cost savings of \$2,500, which can then be reinvested in a robust enforcement program.

Fatalities:

The 2015 Census of Fatal Occupational Injuries report shows **115** Hoosier workers lost their lives in a workplace accident. This represents an 11.54% decrease in the number of fatal injuries from the 2014 total of 130 and ties the 2012 total for the lowest number of Hoosier workplace fatalities on record.

It should be noted that Indiana OSHA did not have jurisdiction to investigate in a majority of these fatalities. In FY 2015, Indiana OSHA investigated 21 fatalities and in FY 2016, Indiana OSHA investigated 30 fatalities.

Indiana's *transportation and warehousing* industry experienced the largest number and largest percent of increase in fatal injuries in 2015—from a low in 2014 of 13 to 27 in 2015 (107.69%). Transportation-related incidents accounted for 22 of the 27 fatalities in this industry (81.48%), with most of these fatal injuries resulting from roadway incidents involving motorized land vehicles (17) and pedestrian vehicle incidents (4). Twenty-one (21) of the 27 total fatalities in *transportation and warehousing* were attributed to the truck transportation sub-industry with general freight trucking and specialized freight trucking experiencing 18 and 3 fatalities respectively.

Indiana's *agriculture, forestry, fishing, and hunting* industry experienced 23 fatalities in 2015, which is a 17.86% decrease from the 2014 total of 28 fatal events. Transportation-related events again accounted for the majority (10) of the fatal events in *agriculture, forestry, fishing, and hunting.*

The **Public Administration (Local Government)** industry experienced no fatalities in 2015, down from 5 in 2014. The **construction** industry saw a 38.89% decrease in fatal events from 18 fatalities in 2014 to 11 in 2015.

Administrative and waste services; other services, except public administration; retail trade; health care and social assistance; wholesale trade; arts, entertainment, and recreation; mining; utilities; and educational services (State Government) experienced significant decreases in fatal injuries.

Manufacturing, however, saw an increase from 10 fatal events in 2014 to 12 in 2015 (20.00%). Information; accommodation and food services; Health care and social assistance; transportation and warehousing (State Government); and educational services (Local Government) all experienced slight increases in the number of fatal events.

Since the inception of the CFOI in 1992, *transportation-related incidents* have resulted in the highest number of Hoosier workplace fatalities. In 2015, there were 55 *transportation-related incidents*, which accounted for 47.83% of all Indiana occupational fatalities. These incidents included roadway motor vehicle accidents (36), non-roadway incidents involving motorized land vehicles (8), and pedestrians struck by vehicles while working (9). Heavy tractor-trailer truck drivers experienced the highest number of transportation fatalities (22).

Transportation-related incidents can affect any industry and are not solely limited to work performed in the transportation and warehousing industry. In 2015, 22 fatal **transportation-related incidents** occurred in the transportation and warehousing industry, while 33 fatalities occurred in other industries including agriculture, forestry, fishing and hunting (10); administrative and waste services (6); and construction (3).

Contact with objects and equipment was the second-most frequent fatal Hoosier workplace event with 18 fatal injuries in 2015. Seven (38.89%) of these contact events resulted from being struck by a powered, non-transportation vehicle. Three (16.67%) fatalities were the result of being caught in or compressed by equipment and one was due to an excavation or trenching cave in.

Violence and other injuries by persons or animals (workplace violence) was the third leading cause of Hoosier workplace fatalities in 2015 (16). Events in this category include all intentional injuries; injuries involving weapons (tools designed to be used as weapons, such as firearms and stun guns) regardless of intent; and injuries involving direct physical contact with persons, animals, or insects regardless of intent. Such injuries may be inflicted by another person, by oneself, or by an animal or insect. Nearly all the fatalities included this event were men (14) and white (non-Hispanic) (14). The number of fatalities was evenly split between the goods producing and service providing sectors, with manufacturing experiencing the highest number of fatal violent events (4).

Significant Cases

Recycling Center Incorporated:

On March 23, 2016, while operating a scrap baler, a piece of scrap metal became stuck in front of a magnetic limit switch that was preventing the baler to operate a full cycle. The operator climbed over the guardrail and walked along the beam directly under the hopper. When the piece of scrap metal was taken out, the hopper came down on the victim and crushed him between the hopper and the beam.

Six serious violations for confined space, guard rails, lock out/tag out, guarding and two nonserious violations for not reporting a fatality and performing a hazard assessment were issued for a total of \$42,500 in penalties.

WCA Group LLC DBA Mr. Plumber:

On May 19, 2016, an employee was completely buried over his head in a trench that was dug for a sanitary sewer lateral replacement. The trench was approximately 10 feet deep and had no cave in protection. Luckily a co-worker and a person walking by the job site was able to expose the workers head and chest so he could breathe till the fire department arrived. Once the fire department arrived, they made everybody get out of the trench due to the possibility of another collapse. The fire department tried to put some shoring in the trench and threw a shovel down to the trapped employee so he could dig the rest of himself out. Once he dug himself out, he climbed up a ladder provided by the fire department. The employee was taken to the hospital for dehydration and to be checked over. As a result of IOSHA's investigation, 8 serious violations were upheld with a reduced amount of \$7,525 settlement and a required INSafe consultation.

US Steel Gary Complex:

On June 15, 2016, during a downturn, two maintenance technicians - electrical (MTE) were lined up to perform work in the Westinghouse basement motor control room. This two-man work group was working on the front side of VV1 cabinet and on the back side of VV3 MCC cabinet. As the two MTEs were completing the lockout procedure to perform the work in this area one MTE would check the load side to verify the electric was not present and the second MTE would verify by testing on the load side. Upon completing the lockout procedure, which included locking out the 250 volt DC knife switches, the 480 volt AC circuit breaker was also opened and verified on the load side. One MTE went to perform their work on the front side while the second MTE (victim) performed his work inside the backside of VV3.

The victim was replacing the grounded 250 volt DC fuse holder in the back side of the VV3 floating table drives cabinet. This fuse holder was approximately 47 inches above the bottom of the cabinet. After about 10 minutes of working, two other MTEs entered the Westinghouse basement and found the victim hunched in the backside of the VV3 cabinet. During US Steel's investigation, it was determined that there was a live 120-volt programmable logic control (PLC) approximately 19 inches below and to the right from the fuse holder.

During the verification process, the other electrical components (PLC and lugs) in the cabinet were not tested to verify whether there was electrical energy present. Per employees interviewed, it was believed that when the 250 volt AC and the 480 volt breaker opened, the entire cabinet was dead and work could be performed. Per employee interviews, prior to this fatality, the only electrical testing being performed was on the electrical equipment that they were directly working on/touching. Nothing else was being tested or verified. Since this

fatality, employees have been re-instructed to test other electrical components in the vicinity of where their work is performed. For this particular cabinet, a note has been added to the energy control procedure identifying the presence of the 120-volt and the 480-volt electrical energy and the procedure to lock these out.

Four serious citations were issued of the electrical standard that resulted in a penalty of \$28,000. The case is currently under contest with the Indiana Board of Safety Review.

Forest River, Inc.:

In response to Forest River's excessive serious injury reports received in 2016 and 2017, IOSHA sent a team of six general industry CSHOs to perform a comprehensive NEP amputation inspection of a Forest River plant in Goshen, Indiana and then the next day on August 3, 2017, IOSHA sent the same six member team to another Forest River plant in Middlebury, Indiana to perform another comprehensive NEP amputation inspection. Forest River is a recreational vehicle (RV) manufacturer with over 100 plants in Indiana. Forest River reported in the first nine months of 2017, the following serious injuries:

- 2 Index Fingers Amputated
- 3 Middle Fingers Amputated
- 4 Ring Fingers Amputated
- 1 Pinky Finger Amputated
- A Fractured Pelvis
- Multiple Foot Fractures

The citations resulted in 1 repeat violation, 16 serious violations, and 1 Other than Serious Violation and a penalty of \$64,400 dollars. Currently, corporate wide settlement negotiations are being discussed to include enhanced enforcement and monitoring of their safety programs.

Autoneum North America – Jeffersonville:

On 10/22/17 a fatality occurred at Autoneum, an automobile parts manufacturer. At the time of the accident, the victim accessed the back of a machine, through the interlocked gate, to put a fiber pad over a broken seal. As the victim walked in, the belt and pulley was powering down but still spinning. When she reached over to grab the fiber pad, she was pulled into the belt and pulley. She succumbed to the injuries at the scene.

Safety orders were issued on 11/15/17 with 2 serious violations (\$14,000.00) and 3 knowing violations (\$210,000.00) with a total penalty of \$224,000.00.

<u>Budget</u>

Indiana deobligated \$30,000 at the end FY 2017. This was due to state fund matching issues. The Indiana State Budget Agency has imposed 3% budget reserve during FY 2016 – FY 2017.

Additionally, Indiana was audited by federal DOL with respect to the appropriate expenditure of federal grant dollars. While the auditor noted one minor suggestion, the agency passed with flying colors in managing its federal dollars. In addition, the entire agency was audited by the State Board of Accounts. There were only two minor written comments by the state budget officials.

Emphasis Programs

IOSHA has adopted all of the National Emphasis Programs (NEPs) for this time period with the exception of Commercial Diving. IOSHA also developed a local emphasis programs (LEPs) for fall protection and will be developing one LEP per year over the next five years. IOSHA recently refocused an effort to review all NEPs developed by the federal OSHA to ensure they are followed correctly. IOSHA has drafted a written procedure for establishing local emphasis programs that fit Indiana.

Directives/Regulations

Indiana adopted CPL 02-00-158 Inspection Procedures for the Respiratory Protection Standard, adopted September 5, 2014.

Indiana adopted CPL 02-01-056 Inspection Procedures for Accessing Communication Towers, adopted October 1, 2014.

Indiana adopted TED 01-00-019 Mandatory Training Program for OSHA Compliance, adopted October 1, 2014.

Indiana adopted CPL 02-01-057 Compliance Directive for the Cranes and Derricks in Construction Standard, adopted April 17, 2014.

Indiana adopted CPL 03-00-018 National Emphasis Program-Primary Metal Industries Revision, effective April 20, 2014.

Indiana adopted CPL 02-03-005 Whistleblower Investigations Manual Directive, effective July 20, 2015.

Indiana adopted CPL 02-02-078 Enforcement Procedures and Scheduling for Occupational Exposure to Tuberculosis Directive, effective October 30, 2015.

Indiana adopted CPL 02-02-079 Inspection Procedures for the Hazard Communication Standard (HCS-2012), effective September 1, 2015.

Indiana adopted CPL 03-00-019 National Emphasis on Amputations, effective January 1, 2016.

Indiana adopted TED 03-01-004 SGE Program Policies and Procedures Manual for the OSHA's VPPs, effective January 1, 2016.

Indiana adopted TED 01-00-020 Mandatory Training Program for OSHA Whistleblower Investigators, effective April 8, 2016.

Indiana adopted CPL 02-00-159 Field Operations Manual (FOM), effective April 1, 2016.

Indiana adopted CSP 02-00-003 Consultation Policies and Procedures Manual, effective May 19, 2016.

Indiana adopted CPL 02-01-058 Enforcement Procedures and Scheduling for Occupational Exposure to Workplace violence, effective 3/10/17.

Indiana adopted 1926 Cranes and Derricks in Construction-Operator Certification-Final Rule, effective January 1, 2015.

Indiana adopted 1910, 1926 Final Rule for Electric Power Generation, Transmission and Distribution; Electrical Protective Equipment, effective February 1, 2015.

Indiana adopted 1904 Occupational Injury and Illness Recording and Reporting Requirements-NAICS Updates and Reporting Revisions, effective March 1, 2015.

Indiana adopted 1926.12 Final Rule for Confined Spaces in Construction, effective February 4, 2016.

Indiana adopted the 1910, 1915, 1926 Final Rule for Occupational Exposure to Respirable Crystalline Silica, effective December 26, 2016.

Indiana adopted 1902, 1904 Final Rule for Improved Tracking of Workplace Injuries and Illnesses (pending) with an effective date of March 1, 2017.

Indiana adopted 1910.1024, 1926.1124 Final Rule on Occupational Exposure to Beryllium with an effective date of September 9, 2017.

Indiana adopted 1910 Subpart D Walking Working Surfaces and Subpart I, Personal Protective Equipment, General Industry with an effective date of July 9, 2017.

Indiana has adopted 1903 Final Rule on the Implementation of 2017 Annual Adjustment to the Civil Penalties for Inflation, pending legislative action.

New Legislation in Indiana

The Federal OSHA penalty increase has been drafted for submission for a future Indiana state legislative session. IOSHA penalty structure is covered by state statute and the increase will need to be approved by the Indiana Legislature.

Board of Safety Review

At the beginning of the FY 2017, there were 22 cases pending before the Board of Safety Review (BSR). The BSR received 33 new cases during FY 2017. The BSR ended the FY 2017 with 31 open cases. FY 2017 began with two (2) open 2014 case, six (6) open 2015 cases, and fourteen (14) open 2016 cases. The Board of Safety Review closed the fiscal year with one (1) open 2014 cases, three (3) open 2015 cases, nine (9) open 2016 cases, and eighteen (18) open

2017 cases. The docket was significantly reduced by closing twenty four (24) contested cases in the FY 2017 and ending with no contested case over three years old.

CAP/FAME

Indiana OSHA received a federal annual monitoring evaluation (FAME) report for FY 2016 on June 29, 2017. Indiana OSHA received a total 19 findings on the report. Of the 19 findings, 12 have been corrected and are awaiting verification. The remaining 7 findings are under review for the development of corrective action plans. Indiana OSHA welcomes the opportunity to improve deficiencies pointed out in these evaluations.

Future Direction

Indiana OSHA uses leverage points outside the organization to increase its influence in improving safety within the state. Through the utilization of partnerships IOSHA can expand safety enforcement in a broader fashion. Partnerships have benefitted IOSHA by offering low cost "hands on" safety training to the agency when specific needs arise. Indiana OSHA's utilization of Special Government Employees in the Voluntary Protection Program is another example of this leverage as a volunteer safety group that allows IOSHA Compliance Officers to focus on enforcement inspections.

On the enforcement side, IOSHA is working hard in making the enforcement process a consistent, accurate and timely process. IOSHA has made great strides in timeliness to open investigations. The continued focus is on hazard recognition and making sure files are completed in a timely manner. IOSHA displayed several good indicators for FY 2017 (SAMM). One exception is lapsed time. IOSHA lags behind the national average for lapsed time. Management is closely monitoring lapsed time on a monthly basis. Supervisors are working with CSHOs to assemble files as efficiently as possible. The management team is using both coaching and disciplinary measures to manage lapsed time. IOSHA has included lapsed time as a strategic goal in the 5-year strategic plan. Some of the reasons for the slower lapsed time is attributed to IOSHA's past turnover and a hold on filling 8 CSHO positions by the state in FY 2016 and FY 2017. IOSHA is getting this turned around. IOSHA has now filled all funded positions and is working to quickly train and get new officers productive as soon as possible. IOSHA has initiated a project to move from paper files to electronic files and plans to be completely changed over to electronic files by the end of FY 2018. This will significantly reduce lapsed time as well as the cost associated with handling paper files.

The IOSHA Director of General Industry has been leading an effort to improve IOSHA Intake. Incoming complaints and referrals have greatly increased in the last three years. To address this tremendous increase in intake, IOSHA added a full time clerk and a temporary clerk to help address the increase in incoming calls and processing of files. IOSHA is adding additional phone lines in the intake area. Our goal is to answer all calls live and with additional phones lines, we can better achieve that goal.

Another future challenge for IOSHA is to address employee turnover and reduced staffing. Due to low funding and industry competition for safety professionals, IOSHA experienced turnover of 14 compliance officers from October 2014 to December 2015. Eleven of those officers left

the agency for better paying opportunities. Recruiting and replacing IOSHA compliance officers is challenging and time consuming. The IOSHA Management team has successfully worked with the Indiana State Personnel Department and the Governor's office to implement an increase in salary scales for IOSHA Compliance Officers and Supervisors during FY 2017. For example, starting pay for new CSHOs has been increased from \$36,374 to \$42,328. The IOSHA management team continues to improve the competitiveness of IOSHA positions through greater salary and benefits in addition to internal recognition programs. As we continue to improve Indiana OSHA operations and address an increasing regulatory workload, limited resources will be an ever increasing issue. To meet our goals, staff retention will be a focus as we move to the future. We must be competitive in compensation and offer positions that are attractive to talented safety professionals.

Indiana is experiencing record low injury rates. Lots of low hanging fruit has been picked. Future improvement will be more challenging. IOSHA must be effective and focus on ways to continue improving worker safety in Indiana.

IOSHA's future will focus on a balance of continuing to strengthen our enforcement responsibilities and expanding our Alliances and Partnerships with an agency mission of advancing the safety, health and prosperity of Hoosiers in the workplace.

Timothy E. Maley

Deputy Commissioner of Labor

Junithy E. Maley

The Indiana Department of Labor's overriding strategic goal is to reduce occupational injuries, illnesses and fatalities in Indiana, particularly in the high hazard industries that have the greatest number of working Hoosiers.

Strategic Goal #1: Focus resources of INSafe, the Indiana Occupational Safety and Health Administration (IOSHA) and Quality, Metrics and Statistics (QMS) in the underserved Hoosier healthcare industry, which currently has one of the highest single injury and illness rates (5.9* per 100 workers) of all major industries in Indiana. This includes creation of an outreach and education campaign, based upon data, research and stakeholder input and undertaking a focused enforcement effort in the healthcare industry by developing a Local Emphasis Program (LEP), and participating in appropriate National Emphasis Programs (NEPs).

*Source: Bureau of Labor Statistics' Survey of Occupational Injuries and Illnesses 2010.

Performance Goal 1.1	Reduce the non-fatal occupational injury and illness rate in the healthcare industry by 15% by end of FY 2017.
Annual Performance Goal 1.1	Reduce injuries and illnesses in the healthcare industry by 3%.
Indicators/Metrics	Bureau of Labor Statistics Survey of Occupational Injuries and Illnesses rate for the healthcare and social assistance industry.
Data Sources	Bureau of Labor Statistics publications and tables.
Baseline	2010 Bureau of Labor Statistics' Survey of Occupational Injuries and Illness rate of 5.9 per 100 Indiana workers.
Comments	The 2011 BLS SOII rates were unavailable at the time the agency submitted its Five-Year Strategic Plan for review and approval; therefore the 2010 rate was used as the baseline. The FY results will be for each year will be calculated from the baseline for calendar year 2010.
FY 2017 Results	The goal of reducing non-fatal occupational injuries and illnesses in the healthcare industry by 3% was not met for the one-year period. According to the most recently published nonfatal occupational injury and illness statistics made available by the federal Bureau of Labor Statistics' Survey of Occupational Injuries and Illnesses (SOII), the 2016 Hoosier healthcare industry rate is 4.9 per 100 workers. While the 2016 healthcare industry rate remains unchanged from the 2015, the rate represents a 16.9% decrease from the 2010 baseline rate of 5.9 per 100 workers. The goal for the five-year period has been exceeded .
Performance Goal 1.2	Conduct 50 on-site consultations and 10 speeches directed towards the healthcare industry by end of FY 2017.
Annual Performance Goal 1.2	Conduct 10 consultations and 2 speeches directed towards the healthcare industry.
Indicators/Metrics	

Data Sources	IMIS/NCR/OIS
Baseline	Zero
Comments	
FY 2017 Results	The goal of conducting 2 speeches directed towards the healthcare industry was <u>met</u> this year. In FY 2017, INSafe and IOSHA staff made 2 presentations to the following organizations about healthcare worker safety and health: • MedStat Lutheran Health Network (June 21, 2017). INSafe representative spoke to approximately 20 healthcare employer representatives the IOSHA Top 10. • Worker's Compensation Symposium at IU Hospital in Bloomington, Indiana.
	The goal of providing 12 consultations in the healthcare industry was exceeded during FY 2017. INSafe Safety and Health Consultants conducted 12 consultations visits (10 Initial and 2 Follow-up) in healthcare establishments (NAICS 621000 – 623990).
Performance Goal 1.3	Conduct 20 inspections in the healthcare industry by end of FY 2017.
Annual Performance Goal 1.3	Conduct 4 inspections in the healthcare industry.
Indicators/Metrics	
Data Sources	IMIS/NCR/OIS
Comments	
FY 2017 Results	The goal of completing 4 healthcare industry inspections was exceeded . The Indiana Occupational Safety and Health Administration (IOSHA) conducted 8 inspections in the healthcare industry during FY 2017.
Strategic Goal #2: Effect in manufacturing industry.	nproved occupational injury and illness rates in the Hoosier
Performance Goal 2	Reduce the non-fatal occupational injury and illness rate in the manufacturing industry by 15% by end of FY 2017.

Annual Performance Goal 2	Reduce injuries and illnesses in the manufacturing industry by
2	3%.
Indicators/Metrics	Bureau of Labor Statistics Survey of Occupational Injuries and Illnesses rate for the manufacturing industry.
Data Sources	Bureau of Labor Statistics publications and tables.
Baseline	2010 Bureau of Labor Statistics' Survey of Occupational Injuries and Illness rate for the manufacturing industry of 5.2 per 100 Indiana workers.
Comments	The 2011 BLS SOII rates were unavailable at the time the agency submitted its Five-Year Strategic Plan for review and approval; therefore the 2010 rate was used as the baseline. The FY results will be for each year will be calculated from the baseline for calendar year 2010.
	The goal of reducing non-fatal occupational injuries and illnesses in the manufacturing industry by 3% was exceeded for the one-year period.
FY 2017 Results	According to the most recently published nonfatal occupational injury and illness statistics made available by the federal Bureau of Labor Statistics' SOII, the Hoosier manufacturing industry non-fatal occupational injury and illness for 2016 is 4.1 per 100 workers. This represents a one-year decrease of 12.8%. The 2016 rate also represents a 21.2% decrease from the 2010 baseline rate of 5.2 per 100 workers. The goal for the five-year period has been exceeded .
Strategic Goal #3: Effect in construction industry.	nproved occupational injury and illness rates in the Hoosier
Performance Goal 3	Reduce the non-fatal occupational injury and illness rate in the construction industry by 15% by end of FY 2017.
Annual Performance Goal 3	Reduce injuries and illnesses in the construction industry by 3%.
Indicators/Metrics	Bureau of Labor Statistics Survey of Occupational Injuries and Illnesses rate for the construction industry.
Data Sources	Bureau of Labor Statistics publications and tables.
Baseline	2010 Bureau of Labor Statistics' Survey of Occupational Injuries and Illness rate for the construction industry of 3.8 per 100 Indiana workers.
Comments	The 2011 BLS SOII rates were unavailable at the time the agency submitted its Five-Year Strategic Plan for review and approval; therefore the 2010 rate was used as the baseline. The FY results will be for each year will be calculated from the baseline for calendar year 2010.

	The goal of reducing non-fatal occupational injuries and illnesses in the construction industry by 3% was not met for the one-year period.
FY 2017 Results	According to the most recently published nonfatal occupational injury and illness statistics made available by the federal Bureau of Labor Statistics' SOII, the Hoosier construction industry injury and illness rate is 2.8 per 100 workers. While the construction industry rate remains unchanged from 2015, the rate represents a 26.3% decreased from the 2010 baseline rate of 3.8 per 100 workers. The goal for the five-year period has been exceeded .
Strategic Goal #4: Increase the number of stakeholder contacts by all Indiana Department of Labor divisions to reach at least 500,000 unique individuals of Indiana's 2.8 million workers. This will include enforcement inspections and consultations, as well as speeches, printed materials, resource tools distributed, web tools, seminars and conferences.	
Performance Goal 4.1	Reach 450,000 individuals by end of FY 2017 through inspections and consultations.
Annual Performance Goal 4.1	Reach 90,000 individuals.
Indicators/Metrics	Number of employees at the location of on-site consultations and inspections.
Data Sources	IMIS/NCR/OIS
Baseline	Zero
Comments	FY2011 NCR data of IOSHA inspections with 105,487 individuals impacted, and 36,811 individuals impacted through INSafe consultations.
	The goal of reaching 90,000 individuals through inspections and consultation activities was exceeded for FY 2016.
FY 2017 Results	In FY 2017, INSafe affected 32,362 individuals through consultation efforts. In FY 2017, IOSHA impacted 88,519 individuals through inspection-related activities. Total individuals impacted by IOSHA and INSafe were 120,881 individuals.
Performance Goal 4.2	Reach 50,000 individuals by end of FY 2017 through speeches, trainings, events and other outreach.
Annual Performance Goal 4.2	Reach out to/connect with a minimum of 10,000 individuals during combined outreach efforts of speeches, interventions, presentations, electronic media, trainings, events (i.e. conferences, seminars, etc.).

T. 3: -4 /N/I-4-:	Number of attendees/participants at speeches, presentations,
Indicators/Metrics	trainings, events, etc.
Data Sources	IMIS/NCR/OIS and IDOL internal tracking data bases
Baseline	Zero
Comments	FY 2011 CAPR/SOAR Report: 8,821 individuals attended speeches and trainings.
FY 2017 Results	The goal of reaching out to/connecting with a minimum of 10,000 individuals during combined outreach efforts of speeches, interventions, presentations, electronic media, trainings, events was not met for this one-year period.
	In FY 2017, 5,647 individuals attended INSafe speeches, presentations, trainings, and other events (through Interventions). During FY 2017, IOSHA representatives affected approximately 2,746 individuals through the same efforts. Total combined for FY 2017 was 8,393.
Performance Goal 4.3	Develop 10 electronic outreach products or resources by end of FY 2017.
Annual Performance Goal	Provide a minimum of 2 electronic outreach products and resources aimed at Indiana high hazard industries, high risk workers, etc.
Indicators/Metrics	
Data Sources	IDOL internal tracking databases
Baseline	Zero
Comments	These products may consist of brochures, checklists for compliance, presentations, webinars etc.
	Increased or regular visits to the Indiana Department of Labor website, specifically those links, tools and resources developed to provide compliance assistance will help indicate effectiveness.
	IDOL intends to use the State of Indiana WebTrend report; Data base tracking of materials.
	January 1 – December 31, 2011: 229,113 visits.
FY 2017 Results	This goal was <u>exceeded</u> in FY 2017.
1 201/ Acounts	• IN Review – 2017, annual occupational safety and health

Alliances to provide support, performers without incentivizing effort to encourage duplication	 publication. Updated materials available for the Fall Prevention campaign and webpage www.in.gov/dol/2876.htm. OSHA Electronic Recordkeeping webpage http://in.gov/dol/3061.htm. 2 electronic INdiana Labor Insider newsletters http://in.gov/dol/2366.htm the cooperative programs of VPP, INSHARP, Partnerships and mentoring, industry best practices, and acknowledgment of toping mediocre review or diminished credibility of the program in an in of exemplary programs throughout Indiana industries. Actively see awareness of the VPP and INSHARP cooperative programs.
Performance Goal 5.1	Perform 150 combined preliminary site visits and new or recertification visits for employer participation in VPP or INSHARP by end of FY 2017.
Annual Performance Goal 5.1	Conduct at least 30 combined preliminary site visits and new or recertification visits for employer participation in VPP or INSHARP.
Indicators/Metrics	 Monthly visit counts submitted by VPP and INSHARP staff Number of VPP and INSHARP inquiries handled each month Number of new/recertification site visits conducted by staff
Data Sources	IMIS/NCR/OIS and IDOL internal tracking data bases.
Baseline	Zero
Comments	This will include VPP and INSHARP preliminary visits/consultations to determine a site's readiness for participation in either program. FY 2011 Internal Reports: VPP Conducted 7 preliminary visits Conducted 9 recertification visits Conducted 1 SGE training session and industrial hygiene class Conducted 1 VPP/INSHARP Annual Meeting INSHARP Conducted 7 new site/company evaluations (only 6 sites were certified) Conducted 19 recertification visits (only 18 sites were recertified) Conducted 6 follow-up/monitoring INSHARP visits Conducted 1 VPP/INSHARP Annual Meeting

	The goal of conducting at least 30 combined preliminary site visits and new or recertification visits for employer participation in VPP or INSHARP has been exceeded in FY 2017.
	INSHARP
	 56 INSHARP site visits 11 non-evaluation visits to SHARP/potential SHARP sites Annual meeting
FY 2017 Results	Total INSHARP Activities = 67
	VPP
	 Conducted 200 preliminary site visits (non-evaluations) Conducted 19 recertification evaluations Conducted 16 SGE training/meetings Conducted 5 evaluations of new sites
	Total VPP Activities = 240
	Combined INSHARP/VPP activities were 307.
Performance Goal 5.2	Develop 10 partnerships or alliances by end of FY 2017.
Annual Performance Goal 5.2	Sign at least 2 strategic occupational safety and health partnerships and/or alliances.
Indicators/Metrics	
Data Sources	IDOL Internal tracking by spreadsheet/database.
Baseline	Zero
Comments	It is assumed that natural attrition of alliance and partnerships participants will occur during the five-year strategic plan. The completion of site-specific construction and completion of alliance-based strategic agreements that are not renewed is expected, and does not affect the goal of two new ones annually. This goal does not contemplate a net increase year to year.
	Alliances Each of the following alliance agreements have a 2 year term, with the option to renew. • Indiana Petroleum Marketers & Convenience Store Association (IPCA) – Signed March 28, 2012 • Mid-America OSHA Education Center – Signed January 31, 2012

	• Indiana Builders Association (IBA) – Signed December 21, 2011
	Site-Specific Partnerships The following site-specific partnership agreements are in place through the duration of the project. • Fred Weber, Inc. (Interstate 69, Newberry, Indiana) – Signed June 29, 2011
	 Association-Based Partnerships Associated Builders and Contractors (ABC) Indiana Construction Association (ICA) Metro Indianapolis Coalition for Construction Safety (MICCS)
	Partnership Injury and Illness Rates • MICCS' TRC = 1.39 (September 2009 – May 2012) • ICAs' TRC = 1.36 (January 2012 – May 2012) • ABCs' TRC = 1.35 (January 2012 – May 2012) This goal was most during EV 2017
FY 2017 Results	This goal was <u>met</u> during FY 2017. During FY 2017, the Indiana Department of Labor signed a site-specific partnership with Pepper Construction Company of Indiana for the Community Hospital East Campus Redevelopment Project on December 16, 2016 and Hagerman Construction for the Riverfront Project on May 31, 2017.
Strategic Goal #6: Foster a culture of professional growth and development among IOSHA Compliance Safety and Health Officers and INSafe Safety and Health Consultants. Improve the division processes and skills of staff so as to employ the best trained, most technically proficient compliance officers, consultants and supervisory staff throughout state plan programs working at top efficiency.	
Performance Goal 6.1	Provide 10 non-OTI training opportunities by the end of FY 2017.
Annual Performance Goal 6.1	Provide 2 non-OTI training opportunities.
Indicators/Metrics	
Data Sources	IDOL Internal tracking by spreadsheet/database.
Baseline	Zero
Comments	
FY 2017 Results	The Indiana Department of Labor <u>exceeded</u> the goal of providing 2 non-OTI training opportunities per year during FY 2016. Please reference the courses in the list below.

Performance Goal 6.2	 Select IOSHA CSHOs, supervisors and managers, and INSafe Safety and Health Consultants participated in non-OTI provided training opportunities during FY 2016. This training included the following: 3 consultation staff members attended the 4-day American Society of Safety Engineers Conference – Denver, Colorado. 3-day Indiana Safety and Health Conference & Expo. sponsored by INSafe, the Central Indiana Chapter of the American Society of Safety Engineers and Indiana Chamber of Commerce (February 28-March 2, 2017). IOSHA staff participated in 13 non-OTI training courses including: Safety & Health Conference Fred Pryor Seminars State Personnel Department Indiana Office of Technologies Indiana Department of Labor In-house Training BLR Management Training Have five staff attain a professional certification or advanced degree by end of FY 2017.
Annual Performance Goal 6.2	Have one staff member attain a professional certification or advanced degree.
Indicators/Metrics	
Data Sources	IDOL Internal tracking by spreadsheet/database.
Baseline	Zero
Comments	Professional certifications include Certified Safety Professional (CSP), Certified Industrial Hygienist (CIH), Certified Hazardous Material Manager (CHMM), Occupational Health and Safety Technologist (OHST) and Construction Health and Safety Technician (CHST). Eight different IDOL compliance or consultation staff have obtained one or more of these certifications since 2008. Advanced degrees include a Masters Degree from an accredited institution, earned before date of hire or during employment with IDOL. As prescribed in the Indiana Department of Labor's professional development/certification policy, the agency will provide the following for IOSHA compliance and INSafe consultative staff: Pay registration fees for an appropriate Review Course not to exceed three days of instruction one time per

certification pursued. The Review Course may be taken before the ASP portion or the CSP portion of the CSP designation. If additional course instruction is sought (for example, math review), and the employee seeks state reimbursement, written justification along with permission of IOSHA Deputy Commissioner or INSafe Assistant Commissioner should be submitted.

- Pay lodging, per diem and other allowed state travel costs (including travel days) for a permitted review course. The use of a state car may be allowed based on availability. Mileage reimbursement (or rental) will be allowed if no state car is available.
- Pay exam registration fees one-time per designation pursued. The use of a state car may be allowed based on availability. Mileage reimbursement (or rental) will be allowed if no state car is available.
- Pay registration fees, lodging, per diem and transportation for an employee who has earned a qualified certification to attend one professional designation conference per year. The IOSHA Deputy Commissioner and INSafe Assistant Commissioner have the discretion to select appropriate conferences.

The following are current professional certifications (as listed above).

IOSHA Compliance Safety and Health Officers

- 2 CSPs
- 1 CIH
- 1 CHMM

INSafe Safety and Health Consultants

- 1 CSP
- 1 CIH

FY 2017 Results

This annual performance goal of having one staff member attain a professional certification or advanced degree was **exceeded** for FY 2017. Two employees achieved the ASP certification and one employee achieved the GSP.